

**ORDER OF THE POLICE APPEALS TRIBUNAL UNDER
RULE 22 (6) OF THE POLICE APPEALS TRIBUNALS RULES 2012**

WHEREAS the appellant, whilst holding the rank of Police Constable in Kent Police, was found guilty of three breaches of the Standards of Professional Behaviour, namely Honesty and Integrity; Orders and Instructions; and Discreditable Conduct; and that the conduct amounted to gross misconduct and was Dismissed without Notice;

AND WHEREAS the appellant has submitted an appeal in pursuance of Rule 4 (4) (a) and (c) of the Police Appeals Tribunals Rules 2012 against the Finding and Outcome;

AND WHEREAS Mr Harendra de Silva QC, ACC Jason Hogg and Mr Stephen Malthouse were appointed to hold an enquiry and determine the said case;

NOW WE the Police Appeals Tribunal, having considered the appellant's Grounds of Appeal and all documents submitted in connection with this case, and having conducted an oral hearing, hereby find as follows:

Appeal Allowed in Part

The Finding of a breach of Honesty and Integrity is quashed

The Finding of a breach of Discreditable Conduct and Orders and Instructions is upheld

The Outcome of Dismissal without Notice is quashed and a Final Written Warning is substituted

The Appellant is reinstated from 9th March 2016 and his pay is deemed to recommence subject to any deductions for other income earned

HARENDRA DE SILVA QC

Chairman, Police Appeals Tribunal

19th December 2016